



Renewing and Expanding the COD Treatment Workforce

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Issues To Be Addressed

- Turnover
- Retirement
- Recruitment
- Diversity
- Skills training
- Retention



Workforce Issues in Health Care – National Concerns

- CSAT addressing these for a decade
- IOM Report: ***Crossing the Quality Chasm: A New Health System for the 21st Century*** (<http://www.nap.edu>)
- Emphasis on academic accreditation and national core competencies



Levers for Change

- Financing
- Infrastructure development
- Legislation
- Regulation
- Accreditation (education programs, service delivery organizations)
- Certification and licensure
- Performance based contracting



Who is the Work Force?

- All those who provide treatment, care and support to people with COD
- Caregivers in other systems:
 - Criminal justice system
 - Primary care settings
 - Social services
 - Schools
 - Natural caregivers: mental health consumers, people in recovery and their families



What are the Core Competencies?

Goal: create workforce that is proficient in addressing both substance abuse and other mental disorders in a variety of systems in which people present themselves

Proficiency: recognize and assess for SUDS or other mental disorders; skills to address mild to moderate problems

Specialists: address severe cases of SUDS and mental disorders/illness, in some combination



Core Competencies for COD

Develop minimum core competencies for each clinician, in accordance with job role, level of training or license to provide properly matched integrated service to individuals in their system

- Competencies Defined: TIP #42
 - Basic
 - Intermediate
 - Advanced



Measuring Addiction Competencies

- TAP #21 gives detailed description of the competencies
- Work in progress on benchmarks or descriptions of behavior to document progress in mastery of competencies
- Rubrics describe effective behaviors for the developing, proficient, and exemplary counselor
- Will need to be adapted for COD



Clinical Training

- Need for a comprehensive approach with appropriate sequence of courses
- Incentives: Certificate of Achievement, CEU's, recognizing proficiency in evaluations and promotions
- Proceed in tandem with relevant system changes



Cultural Competence

- Program staff do not match the ethnic groups they are serving
- Strategies for recruitment
- Identify unique needs of cultural groups in service area
- Relationship skills are crucial
- Build the ability to communicate across cultural boundaries



Expanding the Workforce

- Status and salary are low
 - Average counselor salary: \$34,000
- Need executive management curriculum to train leaders and managers
- Recruit from diverse ethnic and cultural groups
- Employ some licensed professionals to offer practicum, intern and postdoctoral experiences

The logo consists of three overlapping squares: a yellow one at the top left, a red one at the bottom left, and a blue one at the bottom right. A black crosshair is superimposed over the squares.

ATTC Leadership Institute

Goal: Cultivate new leaders through development of competencies in mid level managers ([no@nattc.org](mailto:info@nattc.org))

Traditional training seminars and field experiences over 6 months

Mentor/protégé pairs focus on Individual Leadership Development Plan

Leadership project presented at graduation



Retaining Members of the Workforce

- Factors influencing turnover
 - Job autonomy
 - Good communication within the program
 - Recognition and rewards for performance
 - Augment existing sources of satisfaction
- Onsite training builds skills and enhances morale
- Streamline paperwork



What Next?

- Synthesize disparate studies of workforce
- Describe distinctive issues for those working with COD
- Determine effective methods for training, improvement and retention
- Develop effective ways of determining and promoting competency
- Raise standards without creating barriers